

MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF MOUNTAIN VIEW
AND
EAGLES

July 1, 2006 - June 30, 2010

This Memorandum of Understanding is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Sections 3500-3510) and the Employer-Employee Relations Resolution of the City of Mountain View and is made by and between authorized representatives of the City of Mountain View (hereinafter referred to as "City") and the EAGLES (hereinafter referred to as "EAGLES").

ARTICLE 1—RECOGNITION

1.1 Exclusive Representative

Pursuant to the provisions of the Employer-Employee Relations Resolution of the City of Mountain View and applicable State law, the City of Mountain View recognizes the EAGLES as the exclusive representative of all permanent full-time and part-time employees in classes assigned in Appendix A.

ARTICLE 2—NONDISCRIMINATION

2.1 Equal Application

The City and EAGLES agree that the provisions of this Agreement shall be applied equally to employees covered herein without favor, discrimination or harassment because of race, color, ancestry, national origin, religious creed, sex, age, physical or mental disability, marital status, sexual preference, medical condition, familial status, sexual orientation, or political opinion or affiliation, unless such factor shall be a bona fide occupational qualification for a position, or such action is required to comply with Federal or State law.

2.2 Free Exercise of Rights

The City and EAGLES further agree that employees shall have the right to form, join and participate in the activities of employee organizations of their own choosing; or to refrain from participation. Employees shall not be discriminated against because of their exercise or nonexercise of these rights.

ARTICLE 3 - Voluntary Dues Deductions

The City will deduct EAGLES membership dues and any other mutually agreed-upon payroll deduction from the biweekly pay of the employee, effective with the first pay period an employee authorization is submitted. The employee must authorize deduction of membership dues in writing on an enrollment card acceptable to the City and the EAGLES. The City shall remit the deducted dues and other fees to the EAGLES as soon as reasonably feasible after the deduction.

ARTICLE 4 - Reasonable Time Off to Meet and Confer

EAGLES, as a recognized employee organization, may select not more than two (2) employee members of the organization to attend scheduled meetings during the term of this Agreement with the City Representative(s) on subjects within the scope of representation during regular work hours without loss of compensation.

For contract negotiations, EAGLES may select not more than five (5) employee members to attend bargaining sessions. Where circumstances warrant, the City Employee Services Director may approve the attendance at such meetings of additional employee representatives without loss of compensation. EAGLES shall submit the names of the employee representatives to the City Employee Services Director in advance of such meetings. Any such meeting is subject to scheduling by the City in a manner consistent with operating needs and work schedules of the City.

ARTICLE 5—SALARY

5.1 Salary

Year 1

Effective the first pay period ending in July 2006, the City shall increase the salary ranges for classifications in the EAGLES unit by Three and One-Half percent (3.5 percent). All increases shall be computed to the nearest one-tenth of a percent (0.1 percent) and rounded to the nearest penny in accordance with procedures established by the Employee Services Director and Finance and Administrative Services Director or their designees.

For those employees employed at the time of the City Council's approval on December 12, 2006, each employee will be eligible for a one-time lump sum payment of Five Hundred Dollars (\$500.00).

Year 2

Effective the first pay period ending in July 2007, the City shall increase the salary ranges for classifications in the EAGLES unit by Three and One-Half percent (3.5 percent). All increases shall be computed to the nearest one-tenth of a percent (0.1 percent) and rounded to the nearest penny in accordance with procedures established by the Employee Services Director and Finance and Administrative Services Director or their designees.

Year 3

Effective the first pay period ending in July 2008, the City shall increase the salary ranges for classifications in the EAGLES unit by Three and Two-Tenths percent (3.2 percent). All increases shall be computed to the nearest one-tenth of a percent (0.1 percent) and rounded to the nearest penny in accordance with procedures established by the Employee Services Director and Finance and Administrative Services Director or their designees.

Year 4

Effective the first pay period ending in July 2009, the City shall increase the salary ranges for classifications in the EAGLES unit by Three and Two-Tenths percent (3.2 percent). All increases shall be computed to the nearest one-tenth of a percent (0.1 percent) and rounded to the nearest penny in accordance with procedures established by the Employee Services Director and Finance and Administrative Services Director or their designees.

5.2 Equity Study

Total compensation surveys for benchmark classifications represented by the EAGLES will be undertaken as outlined in a separate side letter agreement.

5.3 Classifications Changes

The City is obligated to meet and confer with the EAGLES in the event that a classification that they represent is reclassified, including a change in classification job title.

ARTICLE 6—INSURANCE BENEFITS

6.1 Medical Insurance

HMO Medical Plans—Effective August 1, 2002, the City shall pay the full employee-only premium for any HMO plan offered by the City and selected by the employee. For dependent coverage in an HMO plan, the employee shall pay ten percent (10%) of the difference between the single coverage and the selected dependent coverage premium (two-party or family) for permanent full-time employees in accordance with the following schedule:

Plan	City Contribution	Employee Contribution
HMO	90%*	10%*

* Percentage contributions above are reflective of the formula described in the HMO paragraph above.

Non-HMO Medical Plans (PPO/POS)—Effective August 1, 2001, employees selecting a non-HMO medical plan will pay ten percent (10%) of the difference between the single coverage and the selected dependent coverage premium (two-party or family) for permanent employees. In addition to the payment for dependent coverage, the employee will pay forty percent (40%) of the difference between the averages of HMO premiums at all three levels (single, two-party and family) and the non-HMO premiums at the same levels.

The employee shall pay that portion of the premiums which is their responsibility through payroll deductions in accordance with procedures established by the Finance and Administrative Services Department.

Health Net - Point of Service Plan (POS)

During open enrollment in 2007, employees and retirees will have the option of the Health Net Point of Service (POS) Plan. Effective upon the completion of the 2007 medical open enrollment period, enrollment in the POS plan will be frozen. In subsequent open enrollment periods, employees who disenroll will not be allowed to return to the plan.

For employees choosing to remain in the POS plan after open enrollment in August 2007, the City's costs will be capped at \$1,497.70 per month. For those two employees currently enrolled in the POS family plan, the employer cost will be capped at \$1,497.70 per month.

or the PPO family rate, whichever is greater. This cap does not affect retirees prior to August 1, 2007.

6.2 Retiree Health

For those current employees hired prior to July 1, 2007, the City will pay a portion of the retirees' health care premiums (single only) as follows:

5<10 years	50%
10<15	65%
15+ years	85%

The vesting period is waived for employees with a work related disability retirement.

Employees hired on or after July 1, 2007 will make an election of either a Defined Contribution Plan or a Defined Benefit Plan for retirees' health benefits within 10 working days of date of hire. An employee hired on or after July 1, 2007 who does not make an initial election within 10 working days shall be enrolled in the Deferred Contribution Plan. After completion of one year of service an employee will have another opportunity to make an irrevocable election of either the Defined Contribution or Defined Benefit plan. Employees must make an election within 10 working days of his/her anniversary date. If an election is not made within this period of time, the employee's initial election at date of hire will remain status quo.

For those changing from a Defined Contribution to Defined Benefit plan, the funds contributed by the employer will revert back to the City.

For those changing from a Defined Benefit to Defined Contribution plan, employer contributions will be made from the date of hire of the employee.

Details of the Defined Contribution Plan

- ICMA-RC or comparable Retirees Health Savings Account model in accordance with the IRS. No minimum period of service is required for participation.
- Employer contributions for those employees hired on or after July 1, 2007 as follows:

0-5 years	\$200/month
6-10 years	\$250/month
10+ years	\$300/month

An employee would ascend to the next level tier after the completion of the 5th year and the 10th year of service.

- Indexing Contributions: contributions above will be indexed at a 2 percent fixed rate effective at the beginning of the first full year after implementation of the defined contribution plan.

Employee Year	FY 2008-09	FY 2009/10
0-5 Years	\$204.00/Mo.	\$208.08/Mo.
6-10 Years	\$255.00/Mo.	\$260.10/Mo.
10+ Years	\$306.00/Mo.	\$312.12/Mo.

- Elective Employee Contributions: At time of retirement, employees may elect to contribute unused vacation and unused sick leave to the Retiree Health Savings Plan, in accordance with IRS regulations, and subsequent rule changes that may occur (e.g., the allowance of changes to contribution schedules). This employee election is currently scheduled to end June 30, 2010.
- Mandatory Employee Contributions: Accrued vacation in excess of the present vacation accrual caps shall be contributed to the Retiree Health Savings Plan. The schedule of vacation accrual caps is as follows:

0-5 Years	240 hours
6-9 Years	320 hours
10-15 Years	400 hours
16+ Years	480 hours

Prior to exceeding the vacation accrual caps, an employee must receive approval to exceed his/her vacation accrual cap from the Department Head and Employee Services Director pursuant to the City's rules and regulations, but approval shall be granted for an employee to deposit such vacation pay into the RHS. In no case shall an employee be able to use these hours other than to deposit in the RHS.

- Vesting of Employer Contributions: 100 percent after 5 years of service
- Eligibility to Use Funds: Separation of service or 50 years of age. Upon separation of service (or retirement) funds will remain in the trust in the employee's name.
- Disposition of Employer Portion of Forfeited Unvested Funds (these are funds that have been deposited in the RHS Plan or accrued to the probationary employee): 75% Employer; 25% Employee allocation equally to participating employees who

currently are receiving employer contributions. The City shall provide an annual accounting report to EAGLES showing the amount allocated (25%) to participating employees.

- Access to City's Health Plans: Access to City's health plans only if employee retires from Mountain View through PERS.
- Effective Date: July 1, 2007
- The first year employer contributions held in an account to be paid to the Defined Contribution Plan. After the employee has made his/her election after the one year anniversary to continue in the defined contribution plan, the first year contributions shall be transferred to the RHS Plan the first pay period beginning after the election is made. Interest on the funds prior to transfer will be credited at a fixed rate of 4 percent per annum on the monthly balance.

Details of the Defined Benefit Plan

Employees hired on or after July 1, 2007, who select the defined benefit plan, will qualify for retirees' health benefits upon 15 years of continuous service if they retire from City employment through PERS. The City will pay a maximum of 85 percent of the employee-only premium of any HMO medical plan offered by the City at the time of retirement. The balance of the cost for the plan selected by the retiree will be fully paid by the retiree. The City shall reimburse the cash equivalent of the retiree health benefit, subject to the conditions set forth in the City of Mountain View Retiree Health Insurance Program for those retirees who do not qualify for any of the City's plans.

All retirees may elect to cover their dependents but shall be responsible for paying the difference between the full dependent premium and the employee-only premium.

Employees choosing the Defined Benefit Plan will have the option of participating in the Retirement Health Savings Account without any employer contributions, subject to subsequent requirements and restrictions in IRS rulings, regulations or opinions

An employee who changes positions within the City is not considered a new employee and will be covered for retiree medical benefits as an existing employee in the new employee group.

Through the expiration of this MOU, employees may deposit balances of sick leave and vacation accrual payouts at time of retirement into a retirement health savings account.

6.3 Social Security Replacement Benefit (SSRB)

Effective the first pay period in calendar year 2007, accrual and payment of the SSRB will be discontinued.

ARTICLE 7—RETIREMENT

7.1 City Payment

City/Employee Payment

Effective July 1, 2007, City shall provide retirement benefits as administered by the Public Employees Retirement System (PERS) providing for the 2.7 percent at 55 formula. Eagles recognizes that the City's present intention is to implement the 2.7% at 55 PERS formula after reaching agreement with the organizational representative of employees covered by this benefit. If the City does not reach agreement with organizational representatives to implement 2.7 % @ 55 by May 22, 2007, the City and EAGLES agree to reopen this Memorandum of Understanding and to meet and confer in good faith on the implementation of 2.7% @ 55 or comparable benefit.

No later than July 31, 2007, the City shall contribute approximately \$4 million (of which approximately \$2.4 million represents the EAGLES) to PERS to reduce the Miscellaneous Contract unfunded liability of \$11,854,731 (of which approximately \$7.1 million represents the EAGLES) resulting from implementation of the 2.7% @ 55 benefit as shown on the November 21, 2006 PERS Contract Amendment Cost Analysis, Miscellaneous Plan for the City of Mountain View.

The employee is responsible for paying the 7% employee PERS contribution plus the additional employee PERS contribution of 1 percent effective with this amendment effective July 1, 2007. The total 8 percent is the responsibility of the employee. Such payments shall be made pursuant to IRC Section 414(h) (2).

EMPLOYEES COST SHARE FOR 2.7% @ 55 RETIREMENT PLAN

Employees will be responsible for sharing in the cost for this benefit enhancement with the City by making cumulative payroll deductions. The payment schedule shall be as follows:

Effective the first pay period ending July 2006, the employee will contribute two percent (2%) contributions towards the employer's costs of 2.7% @ 55.

Effective the first pay period ending July 2007, the employee will contribute no incremental costs for 2.7% @ 55. A total of two percent (2%) contributions will be made

by the employees in the 2nd year. This does not include the 1% employee PERS contribution.

Effective the first pay period ending July 2008, the employee will contribute one-half of one percent (0.5%) incremental costs for 2.7% @ 55. A total of two and one-half percent (2.5%) will be deducted in the 3rd year.

Effective the first pay period ending July 2009, the employee will contribute no incremental costs for 2.7% @ 55. A total of two and one-half percent (2.5%) will be deducted in the 4th year.

The costs sharing agreement is subject to meet and confer at the end of the contract.

These payments will be made pre-taxed and deducted after cost-of-living adjustments are calculated on base salaries. The City and EAGLES agree to evaluate the possibility of the employee-paid employer contributions being credited to employees' accounts by PERS.

7.2 Reports

The City will provide annually a report on the amount of cost sharing paid by the EAGLES, and the PERS miscellaneous contract actuarial report which includes the assumptions made in the PERS reporting.

7.3 Options

The PERS contract for miscellaneous employees currently provides for the following options: 2.7% @ 55, service credit for unused sick leave, military leave buyback and highest single year.

ARTICLE 8—PROVISIONS OF LAW

This Agreement is subject to all current and future applicable Federal, and State laws and regulations. If any part or provision of this Agreement is in conflict or inconsistent with such applicable laws, or regulation, or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded by such applicable law or regulation and the remainder of this Agreement shall not be affected thereby. The parties shall then enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

ARTICLE 9—FULL UNDERSTANDING AND MODIFICATION

9.1 This Agreement sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties regarding the specific matters set forth herein,

whether formal or informal, regarding any such specific matters are hereby superseded or terminated in their entirety. Unless otherwise specifically amended by the terms of this MOU, all terms and conditions of employment shall remain as previously established and shall be enforceable throughout the term of this MOU and any extensions of the MOU.

9.2 Except as specifically provided herein, it is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right, and agrees that the other shall not be required to negotiate with respect to any subject or matter covered herein or during the term of this Agreement unless mutually agreed to by both parties.

9.3 No agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by the City and the EAGLES and adopted by the City Council.

9.4 In the event any new practice, subject or matter arises during the term of this agreement, that is within the scope of meet and confer, and an action is proposed by the City, EAGLES shall be afforded all possible advanced notice and shall have the right to meet and confer upon request. In the absence of an agreement on such a proposed action and after completion of impasse procedures, the City may take unilateral action to impose the new condition of employment.

9.5 Nothing herein shall limit the authority of the City to make necessary and reasonable changes during emergencies. However, the City shall notify EAGLES of such changes as soon as practicable. Such emergency assignments shall not extend beyond the period of the emergency.

9.6 The waiver of any breach, term or condition of this Memorandum of Understanding by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

9.7 The City and EAGLES expressly agree that all conditions of employment not mentioned in this MOU shall continue in full force and effect unless the City and EAGLES agree in writing to change such condition.

9.8 The City and EAGLES representatives agree to meet promptly to prepare the design of the defined contribution plan for retiree medical benefits and to designate a provider to establish the program which will provide, at a minimum, that employer and employee contributions are "pre tax" and that benefits paid out upon retirement are tax free. The EAGLES and City also agree to meet promptly if there are any changes to the Retiree Health Savings Plan as described in this agreement.

ARTICLE 10—AUTHORIZED AGENTS

For the purpose of administering the terms and provisions of this Memorandum of Understanding:

- 10.1 The City's principal authorized agent shall be the Employee Services Director or duly authorized representative. Address/Telephone:

Employee Services Director
City of Mountain View
Employee Services Department
P.O. Box 7540
Mountain View, California 94039
(650) 903-6309

- 10.2 EAGLES' principal authorized agent shall be the duly authorized representative for the EAGLES. Address/Telephone:

EAGLES President
City of Mountain View
P.O. Box 7540
Mountain View, CA 94039
(650) 903-6007

ARTICLE 11—IMPLEMENTATION

This Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the City Council. It is agreed that this Memorandum of Understanding shall not be binding upon the parties either in whole or in part unless and until ratified by the membership of the EAGLES, and unless and until the City Council of the City of Mountain View formally acts, by majority vote, to adopt by Resolution to enter into a Memorandum of Understanding.

ARTICLE 12—TERM OF AGREEMENT

- 12.1 This Agreement shall be effective upon adoption by the City Council. The term of this Agreement is 4 years commencing on July 1, 2006 and terminating on June 30, 2010.
- 12.2 In the event either party desires to negotiate a successor Agreement, such party shall serve upon the other after April 1 of the last year in the term of this Agreement, its written notice to commence negotiations.
- 12.3 Negotiations shall begin no later than 30 days from the timely receipt by one party, of the other party's notice to commence negotiations.

The parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year noted below.

EAGLES

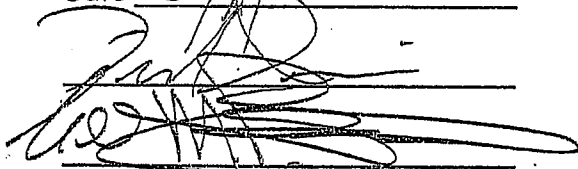
City of Mountain View

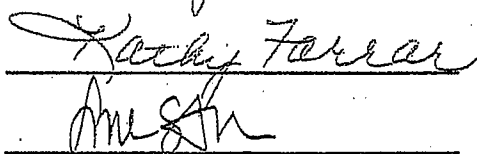
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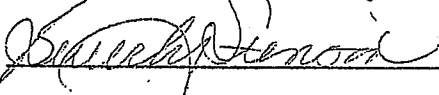
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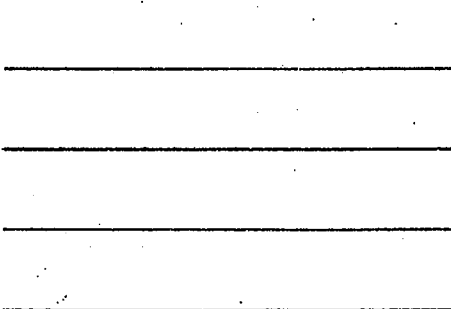
Date:

May 11, 2007









City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2006-2007
Effective July 2006

Position	BI-WEEKLY SALARY										Bargaining Unit
	FL- SA	Job Grd	Job Fam	Sal Plan	Cntrl Pt	1st Step	2nd Step	3rd Step	4th Step	5th Step	
Accountant I		21	2	P	\$2,731.48						EAGLE
Accountant II		25	2	P	\$3,015.28						EAGLE
Administrative & Neighborhood Svcs Mngr.	E	42	2	M	\$4,588.70						EAGLE
Administrative Aide		18	2	P	\$2,536.84						EAGLE
Administrative Analyst I		22	2	P	\$2,799.99						EAGLE
Administrative Analyst II		26	2	P	\$3,090.31						EAGLE
Assistant Buyer		18	2	FL		\$2,087.75	\$2,192.14	\$2,300.88	\$2,417.22	\$2,536.84	EAGLE
Assistant City Attorney	E	43	2	M	\$4,702.88						EAGLE
Assistant Community Services Director	E	46	3	M	\$5,064.97						EAGLE
Assistant Engineer (Civil)		30	3	P	\$3,411.08						EAGLE
Assistant Golf Professional		5	4	FL		\$1,513.63	\$1,589.74	\$1,669.11	\$1,752.84	\$1,839.84	EAGLE
Assistant Planner		24	2	P	\$2,941.34						EAGLE
Assistant Project Manager	E	30	2	M	\$3,411.08						EAGLE
Assistant Public Works Director	E	49	3	M	\$5,454.25						EAGLE
Assistant to the City Manager	E	26	II	M	\$4,266.84						EAGLE
Associate Engineer (Civil)		34	3	P	\$3,765.57						EAGLE
Associate Planner		28	2	P	\$3,246.89						EAGLE
Business & Internal Services Manager	E	43	2	M	\$4,702.88						EAGLE
Business Development Specialist	E	33	2	M	\$3,674.23						EAGLE
Buyer		20	2	FL		\$2,192.14	\$2,301.96	\$2,417.22	\$2,537.92	\$2,665.15	EAGLE
Community Information Officer		25	2	P	\$3,015.28						EAGLE
Copy Center Assistant		2	5	FL		\$1,404.89	\$1,476.64	\$1,549.51	\$1,626.71	\$1,709.34	EAGLE
Copy Center Technician		10	5	FL		\$1,712.61	\$1,798.51	\$1,888.76	\$1,982.27	\$2,082.32	EAGLE
Crime Analyst		26	2	P	\$3,090.31						EAGLE
Dep. Comm. Dev. Director/Bldg & Safety	E	46	3	M	\$5,064.97						EAGLE
Deputy City Clerk		22	2	P	\$2,799.99						EAGLE
Deputy City Manager	E	42	2	M	\$4,588.70						EAGLE
Deputy Zoning Administrator	E	35	2	M	\$3,859.91						EAGLE
Document Processing Technician I		10	5	FL		\$1,712.61	\$1,798.51	\$1,888.76	\$1,982.27	\$2,082.32	EAGLE

Document Processing Technician II		14	5	FL		\$1,889.85	\$1,984.46	\$2,084.49	\$2,187.79	\$2,297.62	EAGLE
Document Processing Technician III		18	5	FL		\$2,086.66	\$2,191.05	\$2,300.88	\$2,416.14	\$2,536.84	EAGLE
Economic Development Manager	E	42	2	M	\$4,588.70						EAGLE
Emergency Medical Services Coordinator			VIII	P	\$3,545.87						EAGLE
Equipment Maintenance Supervisor		19	III	P	\$3,428.48						EAGLE
Executive Assistant - EAGLE		18	2	P	\$2,536.84						EAGLE
Executive Assistant to the City Attorney		22	2	P	\$2,799.99						EAGLE
Executive Assistant to the City Manager		22	2	P	\$2,799.99						EAGLE
Facilities Contract Coordinator		26	2	P	\$3,090.31						EAGLE
Facilities Maintenance Supervisor		19	III	P	\$3,428.48						EAGLE
Facilities Project Manager	E	34	2	M	\$3,765.57						EAGLE
Fire Marshal - Non Safety	E		VIII	M	\$5,069.82						EAGLE
Fire Protection Engineer	E	39	3	M	\$4,260.32						EAGLE
Fleet Services Manager	E	25	III	M	\$4,262.49						EAGLE
Golf Course Manager	E	26	III	M	\$4,421.25						EAGLE
Golf Course Superintendent	E	30	4	M	\$3,411.08						EAGLE
Hazardous Materials Specialist - Non Safety			VIII	P	\$3,979.49						EAGLE
Head Golf Professional	E	20	4	M	\$2,665.15						EAGLE
Junior Engineer (Civil)		26	3	P	\$3,090.31						EAGLE
Legal Secretary		18	2	P	\$2,536.84						EAGLE
Librarian I		15	4	P	\$2,355.25						EAGLE
Librarian II		19	4	P	\$2,599.90						EAGLE
Library Assistant I		6	4	FL		\$1,551.68	\$1,628.88	\$1,710.43	\$1,796.34	\$1,886.59	EAGLE
Library Assistant II		10	4	FL		\$1,712.61	\$1,798.51	\$1,888.76	\$1,982.27	\$2,082.32	EAGLE
Library Assistant III		14	4	FL		\$1,890.93	\$1,985.54	\$2,084.49	\$2,189.97	\$2,297.62	EAGLE
Library Services Manager	E	35	4	M	\$3,859.91						EAGLE
Office Assistant III - EAGLE		10	5	FL		\$1,712.61	\$1,798.51	\$1,888.76	\$1,982.27	\$2,082.32	EAGLE
Office of Emergency Services Coordinator			VIII	P	\$4,169.85						EAGLE
Parks Manager	E	26	III	M	\$4,421.25						EAGLE
Parks Section Manager	E	22	III	M	\$3,823.20						EAGLE
Parks Supervisor		19	III	P	\$3,428.48						EAGLE
Performing Arts Assistant		11	4	FL		\$1,756.11	\$1,843.10	\$1,935.52	\$2,032.29	\$2,134.51	EAGLE
Performing Arts Coordinator		20	4	P	\$2,665.15						EAGLE
Performing Arts Manager	E	38	2	M	\$4,157.02						EAGLE
Performing Arts Supervisor	E	26	4	M	\$3,090.31						EAGLE
Planning Manager	E	43	2	M	\$4,702.88						EAGLE
Postclosure Supervisor		19	III	P	\$3,428.48						EAGLE

Principal Civil Engineer	E	42	3	M	\$4,588.70						EAGLE
Principal Planner	E	39	2	M	\$4,260.32						EAGLE
Program Assitant - EAGLE		16	5	FL		\$1,985.54	\$2,085.58	\$2,189.97	\$2,299.79	\$2,413.96	EAGLE
Project Manager	E	34	2	M	\$3,765.57						EAGLE
Public Services Manager/Engineer	E	46	3	M	\$5,064.97						EAGLE
Purchasing and Support Services Manager	E	39	2	M	\$4,260.32						EAGLE
Real Property Program Administrator	E	36	3	M	\$3,956.94						EAGLE
Recreation Coordinator		16	4	P	\$2,413.96						EAGLE
Recreation Leader II		2	IV	FL		\$1,138.48	\$1,195.02	\$1,254.82	\$1,317.90	\$1,383.13	EAGLE
Recreation Manager	E	40	2	M	\$4,366.88						EAGLE
Recreation Specialist		7	IV	FL		\$1,452.73	\$1,525.58	\$1,601.69	\$1,681.08	\$1,765.89	EAGLE
Recreation Supervisor	E	26	4	M	\$3,090.31						EAGLE
Retail/Tournament Manager		16	4	P	\$2,413.96						EAGLE
Risk Manager	E	38	2	M	\$4,157.02						EAGLE
Safety and Training Administrator		19	III	P	\$3,428.48						EAGLE
Secretary - EAGLE		15	5	FL		\$1,937.70	\$2,035.56	\$2,136.69	\$2,243.25	\$2,355.25	EAGLE
Senior Accountant	E	29	2	M	\$3,328.45						EAGLE
Senior Administrative Analyst	E	30	2	M	\$3,411.08						EAGLE
Senior Assistant City Attorney	E	47	2	M	\$5,191.10						EAGLE
Senior Civil Engineer	E	38	3	M	\$4,157.02						EAGLE
Senior Engineer	E	36	3	M	\$3,956.94						EAGLE
Senior Planner	E	32	2	M	\$3,583.98						EAGLE
Senior Project Manager	E	38	2	M	\$4,157.02						EAGLE
Senior Recreation Coordinator		20	4	P	\$2,665.15						EAGLE
Senior Stagehand		3	4	FL		\$1,440.77	\$1,512.53	\$1,588.65	\$1,668.03	\$1,751.76	EAGLE
Senior Systems Analyst	E	37	2	M	\$4,054.81						EAGLE
Senior Systems Specialist	E	37	2	M	\$4,054.81						EAGLE
Senior Ticket Services Representative		1	4	FL		\$1,371.18	\$1,439.67	\$1,512.53	\$1,587.57	\$1,666.94	EAGLE
Solid Waste Program Manager	E	25	II	M	\$4,114.61						EAGLE
Street Supervisor		19	III	P	\$3,428.48						EAGLE
Supervising Buyer		26	2	P	\$3,090.31						EAGLE
Supervising Librarian		25	4	P	\$3,015.28						EAGLE
Systems Administrator		12	II	P	\$2,565.11						EAGLE
Systems Coordinator/Technician		12	II	P	\$2,565.11						EAGLE
Systems Specialist		28	2	P	\$3,246.89						EAGLE
Teaching Professional		5	4	FL		\$1,513.63	\$1,589.74	\$1,669.11	\$1,752.84	\$1,839.84	EAGLE
Traffic Engineer	E	43	3	M	\$4,702.88						EAGLE

Transportation Policy Manager	E	42	3	M	\$4,588.70	EAGLE
Tree Supervisor/Arborist		20	III	P	\$3,554.61	EAGLE
Utilities Services Manager	E	26	III	M	\$4,421.25	EAGLE
Utilities Systems Supervisor		19	III	P	\$3,428.48	EAGLE
Volunteer Coordinator		20	4	P	\$2,665.15	EAGLE
Waste Water Supervisor		19	III	P	\$3,428.48	EAGLE
Water Distribution Supervisor		19	III	P	\$3,428.48	EAGLE
Water Meter Supervisor		19	III	P	\$3,428.48	EAGLE
Website Coordinator		31	2	P	\$3,496.99	EAGLE
Youth Resources Manager	E	33	2	M	\$3,674.23	EAGLE
Zoning Administrator	E	39	2	M	\$4,260.32	EAGLE